

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Higher Education – Pending problems of the FCTA/GCGTA –AP –Fitment Formula for the pay fixation of College Teachers in 1996 revised UGC pay scales from 2005 revised State Pay Scales – Orders – Issued.

HIGHER EDUCATION (CE.I) DEPARTMENT

G.O.Ms.No. 124

Dated: 22-7-2008.

Read the following :-

1. From the General Secretary, Govt. College Gazetted Teachers' Associations-AP., Letter, dated:8.2.2007.
2. Govt.Memo.No.1675/CE.I-1/2007-1, dated: 17.2.2007.
3. From the Commissioner of Collegiate Education, Andhra Pradesh, Hyderabad Lr. No. 122/UGC.pf.1/07, dated: 27.8.2007.
4. From the Commissioner of Collegiate Education, Andhra Pradesh, Hyderabad Lr. No. 122/UGC.pf.1/07, dated: 24.03.2008.

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O R D E R :-

In the reference 1st read above , the General Secretary, Government College Gazetted Teachers' Association A.P. has stated that Government have revised the pay structure of college and university teachers in G.O.Ms.No.208, Education, dated: 29.6.1999. Whenever there is a pay revision, either in the State Pay scales or in the Central Pay Scales (UGC) a fitment formula is required to fix the pay of the college teachers in the UGC scales from the State Pay Scales. Accordingly, Government issued a fitment formula to convert the pay of the college teachers from 1998 state pay scales to UGC pay scales 1996 vide G.O.Ms.No.127, Education, dated: 30.8.2000. Subsequently, State Govt. has implemented the 2005 revised pay scales to all the State Government employees drawing state scales of pay vide G.O.No.213, dated: 27.8.2005 w.e.f. 1.7.2003. On this day, the total D.A. element was merged with basic pay. The fitment formula envisaged in G.O.Ms.No.127, Education, dated: 30.8.2000 is applicable in respect of teachers drawing state scales of 1999 and getting into 1996 revised UGC pay scales. In addition to the above, there is need to evolve another formula to fix the pay of the college teachers, who are in State Scales of 2005 and desirous of getting into 1996 revised UGC pay scales.

2. Stating the above, the Association has requested to issue a fitment formula to fix the pay of the college teachers in 1996 revised U.G.C. from 2005 revised State pay scales. Other Associations have also made similar request.

3. In the reference 3rd read above, the Commissioner of Collegiate Education has informed that Government have revised the state pay scales 1999 as per the recommendation of pay revision commission 2005 to all the employees of State Govt. etc. w.e.f. 1.7.2003 with monetary benefit from 1.4.2005. Hence a formula is necessary to fix the pay of the eligible lecturers drawing state scales of 2005 to UGC pay scales of 1996.

4. The pay scales of State Government were revised in 1993/1999 and 2005 as per the recommendations of pay revision commission whereas the UGC scales were revised in 1996 only. Since the State and Central Scales are at different levels, to bring the pay on the same line, the differential D.A. between 1.7.1998 (the date from which state pay scales 1999 have come into force) and 1.1.1996 (the date from which the UGC pay scales 1996 came into force) has to be deleted to bring Lecturers drawing state pay scales to UGC pay scales 1996. Since another state pay revision

has also come into force with effect from 1.7.2003, the D.A. merged as on 1.7.2003 should also be arrived at to bring the pay of the Lecturers to the 1999 RPS and then to the 1996 level. For the purpose, the Commissioner of Collegiate Education has furnished the following fitment formula :-

Formula:- D.A. element as on 1.1.1996 (35.75%) and 1.7.1998 (66%) should be arrived first (i.e. 30.25) and then D.A. element as on 1.7.2003 (30.266). After arriving at the D.A. element from the basic pay being drawn in State RPS 2005 as on the date of eligibility to UGC scales, the D.A. element so arrived at should be deducted and the balance of basic pay (state scales) thus arrived at shall be taken as basis for purpose of pay fixation in the revised UGC Scales of 1996. The pay shall be fixed in the revised UGC pay scales of 1996 at the stage next above the net basic pay whether or not the net basic pay is a stage in the revised UGC pay scales of 1996.

5. The Commissioner of Collegiate Education, Andhra Pradesh, Hyderabad has requested the Government for suitable orders in the matter and confirm the fitment formula mentioned above, to fix the pay of the Lecturers in 1996 UGC scales from State Pay Scales 2005.

6. In the reference 4th read above, the Commissioner of Collegiate Education, A.P., Hyderabad furnished the illustrations on pay fixation formula in respect of lecturers promoted / recruited on or after 1.7.2003 and drawing state scales of pay 2005 and opted to revised UGC Scales of 1996 as per eligibility and as per rules, and requested the Government for suitable orders in the matter.

7. The Government, after careful examination, hereby confirm the fitment formula mentioned under para (4) for fixation of pay of the Lecturers in 1996 UGC scales from State Pay Scales 2005 subject to condition that, the additional expenditure, if any, due to the above pay fixation have to be met from the existing budget provision only.

8. Certain illustrations for the pay fixation formula in respect of lecturers promoted / recruited on or after 1.7.2003 and drawing state scales of pay 2005 and opted to revised UGC Scales of 1996 as per eligibility and as per rules are given in the Annexure to this order.

9. The Commissioner of Collegiate Education , is requested to take necessary action accordingly.

10. This order issues with the concurrence of Finance (Exp.HE) Department vide their U.O. No. 12959/224/Exp.HE/2008, dated: 18.6.2008.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

ASUTOSH MISHRA,
PRINCIPAL SECRETARY TO GOVERNMENT.

To:

The Commissioner of Collegiate Education, A.P., Hyderabad.

The Accountant General , A.P., Hyderabad.

The Pay & Accounts Officer, A.P., Hyderabad.

The Director of Treasuries and Accounts, AP., Hyderabad.

Copy to:-

P.S. to Principal Secretary, Higher Education

Finance (Exp.HE) Department.

The General Secretary, G.C.G.T.A., A.P., Nampally, Hyderabad.

Sf/scs.

//FORWARDED::BY ORDER//

SECTION OFFICER.

ANNEXURE TO G.O.MS.NO. 124 _____, HIGHER EDUCATION (CE.I) DEPARTMENT,
DATED:22 -7-2008.
PAY FIXATION FORMULA IN RESPECT OF LECTURERS PROMOTED/ RECRUITED
ON OR AFTER 1.7.2003 AND DRAWING STATE SCALES OF PAY 2005 AND OPTED
TO REVISED U.G.C. SCALE OF PAY, 1996

ILLUSTRATION-I

RPS 2005 State Scale of
Pay – Rs.10285-24200.

Corresponding RPS 1996
UGC Scale of Pay- Rs.8000-13500

a)	Pay in 2005 State Scale of pay as on 2.7.2003:	Rs.10285
	Add: one increment on the day of promotion	+ 280

		Total Rs.10565
	Less: @ DA element merged in the State PRC 98 as on 1.7.98 @ Rs.66% on Rs.3640	: Rs.2402
	DA element allowed on State Scale of pay on 1.1.1996 @ 35.75% on Rs.3640	: Rs.1301(-)

		Rs.1101
b)	DA element merged in State PRC 2005 @ Rs.30.266% on Rs.6950	: Rs.2103(+)

	DA element to be subtracted from the State Scale of 2005 (a + b)	: Rs.3204
	DA element to be subtracted from the State Scale of 2005	Rs.10565
		Rs. 3204(-)

		Rs. 7361

	Stage in the Revised UGC Scales of 1996 of 8000-13500	Rs.8,000/-

ILLUSTRATION-II

RPS 2005 State Scale of
Pay – Rs.10845-25600.

Corresponding RPS 1996
UGC Scale of Pay- Rs.8000-13500

(a)	Pay in 2005 State Scale of pay as on 2.7.2003	Rs.10845
	Add: one increment on the day of promotion	+ 280

		Total Rs.11125
	Less: @ DA element merged in the State PRC 98 as on 1.7.98 @ Rs.66% on Rs.3880 (1993 Scales)	Rs.2561
	DA element allowed on State Scale of pay on 1.1.1996 @ 35.75% on Rs.3880	: Rs.1387(-)

		Rs.1174
b)	DA element merged in State PRC 2005 @ Rs.30.266% on Rs. 7400	: Rs.2240(+)

	DA element to be subtracted from the State Scale of 2005 (a + b)	: Rs.3414
	DA element to be subtracted from the State Scale of 2005	Rs.11125
		Rs. 3414(-)

		Rs. 7711

	Stage in the Revised UGC Scales of 1996 of 8000-13500	Rs.8,000/-

ILLUSTRATION-III

RPS 2005 State Scale of
Pay – Rs.11755-26300

Corresponding RPS 1996
UGC Scale of Pay- Rs.8000-13500

(a)	Pay in 2005 State Scale of pay as on 2.7.2003	Rs.11755
	Add: one increment on the day of promotion	+ 315

		Total Rs.12070
	Less: @ DA element merged in the State PRC 98 as on 1.7.98 @ Rs.66% on Rs.4140 (1993 Scales)	: Rs.2732
	DA element allowed on State Scale of pay on 1.1. 1996 @ 35.75% on Rs.4140	: Rs.1480(-)

		Rs.1252
(b)	DA element merged in State PRC 2005 @ Rs.30.266% on Rs.7900 (1999 scales)	Rs.2391(+)

	DA element to be subtracted from the State Scale of 2005 (a + b)	Rs.3643
	DA element to be subtracted from the State Scale of 2005	Rs. 12070
		Rs. 3643(-)

		Rs. 8427

	Stage in the Revised UGC Scales of 1996 of 8000-13500	Rs.8550/-

ILLUSTRATION-IV

RPS 2005 State Scale of
Pay – Rs.10285-24200

Corresponding RPS 1996
UGC Scale of Pay- Rs.8000-13500

(a)	Pay in 2005 State Scale of pay as on 2.7.2003	Rs.17475
	Add: one increment on the day of promotion	+ 550

		Total Rs.18025
	Less: @ DA element merged in the State PRC 98 as on 1.7.98 @ Rs.66% on Rs.4880 (1993 scales)	: Rs.3221
	DA element allowed on State Scale of Pay on 1.1.1996 @ 35.75% on Rs.4880 (1993 Scales)	: Rs.1745(-)

		Rs.1476
(b)	DA element merged in State PRC 2005 @ Rs.30.266% on Rs.11650 (1995 scales)	Rs.3526 (+)

	DA element to be subtracted from the State Scale of 2005 (a + b)	: Rs.5002
	DA element to be subtracted from the State Scale of 2005	Rs.18025
		Rs. 5002(-)

		Rs. 13023

	Stage in the Revised UGC Scales of 1996 of 8000-13500.	Rs.13,225/-

ASUTOSH MISHRA,
PRINCIPAL SECRETARY TO GOVERNMENT.

SECTION OFFICER.